Making a Success of Two Careers: Serving Military and Civilian Employers

ESGR BRIEF

WE
ALL
SERVE
Stihl Chief Executive signs Statement of Support, with VA RC member, employees, and VA Chair.
ARMY NATIONAL GUARD ★ ARMY RESERVE ★ NAVY RESERVE ★ MARINE RESERVE
COAST GUARD RESERVE ★ AIR NATIONAL GUARD ★ AIR FORCE RESERVE
We all serve. Whether serving our communities or our country, members of the National Guard and Reserve depend on their military units, families, and employers for support. Employer Support of the Guard and Reserve is a Department of Defense agency that seeks to promote a culture in which all American employers support and value the military service of their employees by recognizing outstanding support, increasing awareness of the law and resolving conflict through mediation.
ESGR
EMPLOYER SUPPORT OF THE GUARD AND RESERVE
1555 WILSON BOULEVARD, STE 319, ARLINGTON, VA 22209 ★ 1-800-336-4590 ★ WWW.ESGR.MIL

Preparing for Deployment

TOPICS

- The USERRA law
- Who is ESGR
- How can ESGR help you
- Awards/Patriot Award
- Employment Initiative Program (EIP)
- H2H.JOBS

Uniformed Services Employment & Reemployment Rights Act (USERRA)

- **Primary purpose: Protect employment rights of persons who also serve in the uniformed service**

That is:

Protect employees who engage in military service to the same level of seniority, status, pay and benefits that would have accrued, but for the service

ESGR is the Reserve & Employer Support Network

- The DoD agency established to gain and maintain employer support for the Guard and Reserve
- Over 4,800 volunteers in all States, Territories, and District of Columbia
- Assist employers & Service members
  - ✓ understand their rights and responsibilities under USERRA
  - ✓ mediate USERRA related employment issues
- Provide means to encourage & reward employers who do more than the minimum for RES Service members

Employer Requirements

- **Military obligations cannot be used as a motivating factor not to hire, promote, or deny a pay raise**
  - **Military leave of absence**
  - **Prompt reinstatement of employee**
  - **Restore seniority**
  - **Reinstate employment benefits**
  - **Training or refreshing of skills**
  - **No discrimination or retaliation**

Responsibilities

- ✓ **Have left a civilian job for military obligations**
- ✓ **Provide advance notice to employer of military service (preferably in writing)**
- ✓ **If on extended active duty, received a qualifying military separation (served honorably)**
- ✓ **Timely notice to return back to work:**

Active Service	**Return to Work Within**
✓ **1-30 days**	**next shift after 8 hours of rest**
✓ **31-180 days**	**14 days**
✓ **181 + days**	**90 days**

Help You Prepare

- **Know the law – your part and your employer's**
- **Communicate:**
  - ✓ **Notify supervisor and HR, in writing, on plans to leave and return**
  - ✓ **Keep in touch with employer while gone**
  - ✓ **Check in when you return, letting them know how long you will be remaining on orders**
- **Appreciate:**
  - ✓ **Show appreciation for what they do for you, even if a behavior is required by law**
  - ✓ **If employer/manager is supportive, put them in for Patriot Award**
  - ✓ **Be flexible on things that don't matter when returning**

- **USERRA 1-800-336-4590**

How Does ESGR Work

- Three types of responsibilities
  - ✓Employer Outreach
  - ✓Military Outreach
  - ✓Ombudsmen

Employer Outreach

- **Educate Employers about their rights and responsibilities under USERRA**
- **Encourage Employers to develop HR policies that go above and beyond the law**
- **Contact employers for participation in the Statement of Support program**
- **Initiate and manage employer events**
- **Recognize employers who meet or go beyond the law through awards**

SoS Employers Agree

- We fully recognize, honor and enforce the Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Our managers and supervisors will have the tools they need to effectively manage those employees who serve in the Guard and Reserve
- We will continually recognize and support our country's service members and their families in peace, in crises, and in war

STATEMENT OF SUPPORT
FOR THE GUARD AND RESERVE

★★★★★

Career Training Concepts, Inc.

We recognize the National Guard and Reserve are essential to the strength of our nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

1. Employment will not be denied because of service in the Guard or Reserve;
2. Employee job and career opportunities will not be limited or reduced because of service in the Guard and Reserve;
3. Employees will be granted leaves of absence for military service in the Guard and Reserve, consistent with existing laws; and
4. This agreement and its resultant policies will be made known throughout our organization.

Employer

JAMES C. SHAFE
Print Name

SEPTEMBER 11, 2007
Date

Chairman
National Committee for Employer Support of the Guard and Reserve

Secretary of Defense

EMPLOYER SUPPORT OF THE GUARD AND RESERVE

Military Outreach

- Brief service members on USERRA & ESGR, particularly just prior and just after deployment
- Gain & maintain relationships with area reserve leaders and units
- Send direct mail on USERRA / ESGR to reserve Service members
- Encourage SOS signings among military leadership
- Engage recruiters
- Work with public affairs to place information in military/civilian publications, web-sites and newsletters

Military Outreach Cycle

- Unit Briefings = Patriot Award
- Patriot Award = Employer Contact
- Employer Contact = BWB Attendee
- BWB Attendee = Jobs for Service Members

Secretary of Defense SOS

COMMANDING GENERAL MARINE FORCES RESERVE

Ombudsmen

- **Specifically trained ESGR Team who proactively assist Service members and employers resolve USERRA employment related problems**
  - **Are confidential, neutral participants in all efforts**
  - **Provide information and answer questions**
  - **Serve as a mediator on USERRA issues between Service members & employers**
  - **Resolve over 90% of cases received, most within 14 days**
  - **Are qualified by National ESGR after intensive training**

ESGR AWARDS

- ***Patriot Award* - Awarded to all supportive employers**
- ***Above and Beyond Award* - For outstanding employers who demonstrate "above and beyond" support**
- ***Pro Patria Award* - Awarded to the most supportive employer in the State**
- ***Seven Seals Award* - Awarded to significant individuals or organizations within the State**
- ***Freedom Award* - Awarded by the Sectary of Defense to the most supportive employers in the Nation**

***Force Order 5420.1* Employer Support of the Guard and Reserve. Enclosure (1)**

EMPLOYMENT INITIATIVE PROGRAM

- Total Force Readiness is at an all time High
- We are now seeing unprecedented levels of SM unemployment and under-employment
- Unemployment can affect Readiness
- DoD has tasked ESGR to set and engage in activities to assist Service and Family Members opportunities in the civilian workplace
- Employment Workshops are being conducted for SMs prior to Job Fairs

Hero 2 Hire

- Job Search
- Military Skills Translator
- Mobile App
- Live & Virtual Hiring Events
- Career Exploration
- Social Networking
- **www.H2H.jobs**

OSD Reserve Affairs Employment Initiative Program

POWERED BY DoD
Yellow Ribbon Reintegration Program
For Those Who Serve and Those Who Support

Background Briefing

An OSD Reserve Affairs Project

Supporting The President's Call "To Put Our Heroes to Work"

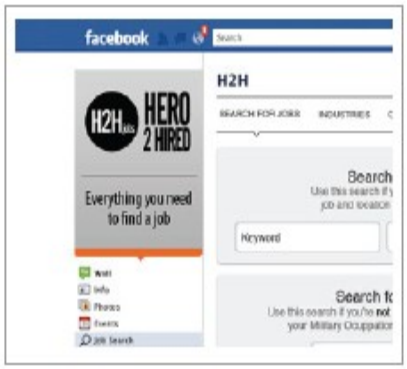
H2H Program Elements

Mobile App

Mobile version of the website with virtually all of the features and functionality available on smart phones. Users can do an employer search by GPS and opt in for text alerts.

Hiring Events

We've partnered with Chamber of Commerce to sponsor 40 Hiring Our Heroes job fair events around the country. For each we will execute a mini media campaign to make RC members aware of the event and drive attendance.



Facebook Integration

Access features of the H2H site through the Facebook experience.

Virtual Career Fairs

Users can attend online job fairs that simulate an actual job fair environment, meeting HR managers and responding to job postings.

What are the benefits of H2H for service members

EMPLOYER SUPPORT OF THE GUARD AND RESERVE

Job Search

Search by keyword, location, salary, education level, or industry. Receive an immediate list of open job announcements, and apply to those jobs using your professional profile that can include a resume, work samples, photos and videos, and other information.

Live & Virtual Hiring Events

Check our calendar to see if a "Hiring Our Heroes" job fair is coming to your area. Or attend a virtual career fair online to meet company reps and search open jobs. And even when events aren't happening, you can respond to job openings or find information 24/7.

Military Skills Translator

No matter which branch you served in, you can enter your military occupational code and we'll translate your training and experience into a list of relevant career paths. Explore your options and then view view and apply for immediate job openings in each of those career types.

Career Exploration

Not sure what you want to do, or interested in a new career? Learn about various industries and occupations, or start with a career assessment survey to identify jobs that you'd be perfect for. Discover the best direction for the next step of your life.

Advice & Training

Need advice? We can help with things like job hunting techniques, resume preparation, and interview tips. We also have information on school and college offerings, certificate and training programs, apprenticeships, financial aid, military benefits, and more.

Social Networking

Join online groups related to your experience and interests and get more help with your job search. H2H is also available through social networking sites like Facebook, where you can ask questions, share experiences, email job listings, and network with employers.

CONTACT INFO

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